

ABSTRACT

In the era of New Order government, the development of business world grew rapidly, so companies had to be able to compete in order to maintain their existence. The problem that arises is the impact of changes on the company i.e. Human Resources (HR) which is the assets of the company, so companies need a leadership which can encourage cooperation, employees' trust, and responsibility to the work environment. Therefore, the employees will satisfy and will be able to give their positive contribution to the company. This satisfaction will provide the employees a sense of comfort in working and they do not want to leave the company. This research meant to find out the influence of leadership and Learning Organization to the work satisfaction and Turnover Intentions of the employees at PT. Boma Bisma Indra (Persero).

The population is the permanent employees of PT. Boma Bisma Indra (Persero) and 100 employees have been selected as samples. The test of multivariate normality assumption shows that in multivariate the data has been distributed normally. The assumption test of linear model can be stated significant therefore the assumption linearity has been fulfilled, so the inferential statistical analysis method which has been used in the data analysis is Structural Equation Modelling (SEM).

The result of this research shows that leadership has significant influence to the work satisfaction. Leadership has significant influence to the Turnover Intentions; Learning Organization has significant influence to the work satisfaction, Learning Organization has significant influence to the Turnover Intentions, and Work Satisfaction has significant influence to the Turnover Intentions.

Keywords: *Leadership, Learning Organization, Work Satisfaction, Turnover Intentions.*

INTISARI

Di era pemerintahan orde baru, perkembangan dunia bisnis semakin pesat, sehingga perusahaan harus mampu bersaing guna mempertahankan eksistensinya. Permasalahan yang timbul adalah dampak perubahan pada perusahaan yaitu SDM (Sumber Daya Manusia) yang merupakan aset perusahaan, maka dari itu perusahaan memerlukan kepemimpinan yang dapat mendorong kerja sama, kepercayaan karyawan, dan bertanggung jawab terhadap lingkungan kerja. Sehingga karyawan akan merasa puas dan dapat memberikan kontribusi yang positif terhadap perusahaan. Dengan begitu akan memberikan rasa nyaman dalam bekerja dan karyawan tidak ingin meninggalkan perusahaan. Penelitian ini bertujuan untuk melihat pengaruh Kepemimpinan dan *Learning Organization* terhadap Kepuasan Kerja dan *Turnover Intentions* Karyawan di PT. Boma Bisma Indra (Persero).

Populasi dalam penelitian ini adalah karyawan tetap PT. Boma Bisma Indra (Persero) dengan sampel sebanyak 100 karyawan. Pengujian asumsi normalitas *multivariate* menunjukkan bahwa secara *multivariate* data berdistribusi normal. Pengujian asumsi model linier dikatakan signifikan sehingga asumsi linieritas terpenuhi, sehingga . metode analisis statistik inferensial yang digunakan dalam analisis data ini adalah *Structural Equation Modelling (SEM)*.

Hasil penelitian ini menunjukkan bahwa Kepemimpinan berpengaruh signifikan terhadap Kepuasan Kerja, Kepemimpinan berpengaruh signifikan terhadap *Turnover Intentions*, *Learning Organization* berpengaruh signifikan terhadap Kepuasan Kerja, *Learning Organization* berpengaruh signifikan terhadap *Turnover Intentions*, Kepuasan Kerja berpengaruh signifikan terhadap *Turnover Intentions*.

Kata Kunci : Kepemimpinan, *learning organization*, kepuasan kerja, *turnover intentions*